

Global CyberWorks WorldConnect Child Labour Policy

1. Introduction

Global CyberWorks WorldConnect is committed to upholding the highest standards of human rights and ethical practices in all aspects of our operations, including our supply chain. We recognize that child labor is a violation of fundamental rights and is incompatible with our commitment to responsible business practices. This Child Labour Policy outlines our stance against child labor and establishes the framework for preventing and addressing any instances of child labor within our operations and supply chains.

2. Policy Statement

Global CyberWorks WorldConnect prohibits the use of child labor in any form. We are committed to ensuring that no children are engaged in work that is detrimental to their health, education, or development. We adhere to the International Labour Organization (ILO) standards regarding child labor and comply with local laws and regulations concerning the employment of minors.

3. Scope

This policy applies to all employees, suppliers, contractors, and business partners of Global CyberWorks WorldConnect across all tiers of our supply chain. It encompasses all products and services provided by or on behalf of Global CyberWorks.

4. Definitions

- Child Labor: Refers to work that deprives children of their childhood, potential, and dignity, and that is harmful to physical and mental development. This includes work that interferes with schooling by:
 - Preventing children from attending school.
 - Requiring children to leave school prematurely.
 - Placing children in hazardous conditions.

5. Commitment to Action

A. Prevention Measures

1. **Due Diligence:** We will conduct regular risk assessments in our supply chain to identify areas where child labor may be present, particularly in high-risk sectors such as agriculture, manufacturing, and services.
2. **Supplier Code of Conduct:** All suppliers must adhere to our Supplier Code of Conduct, which explicitly prohibits child labor and requires compliance with local laws regarding the employment of minors.
3. **Training and Awareness:** We will provide training for employees and suppliers on the importance of preventing child labor and the specific measures outlined in this policy.

B. Monitoring and Reporting

1. **Regular Audits:** We will conduct regular audits of our suppliers to ensure compliance with this policy. These audits will include assessments of working conditions, employee records, and interviews with workers.
2. **Grievance Mechanism:** We will establish accessible grievance mechanisms for workers to report concerns related to child labor without fear of retaliation.

C. Remediation

1. **Immediate Action:** If instances of child labor are identified within our operations or supply chain, we will take immediate action to remove the child from the workplace and ensure their safety.
2. **Support for Affected Children:** We will work with local organizations to provide support for affected children, including access to education and vocational training opportunities.

6. Governance

The implementation of this Child Labour Policy will be overseen by Global CyberWorks' Risk Management and Sustainability Committee (RMSC). The RMSC will review this policy annually and report on its effectiveness to senior leadership.

7. Communication

This policy will be communicated to all employees, suppliers, contractors, and business partners through training sessions, internal communications platforms, and publicly available documents on our website.

8. Conclusion

Global CyberWorks WorldConnect is committed to ensuring that our operations are free from child labor. By implementing this policy, we aim to protect children's rights and contribute positively to the communities in which we operate. This Child Labour Policy aligns with Global CyberWorks' broader commitment to human rights as outlined in our Disclosure Statement on Modern Slavery. It reflects our proactive approach towards identifying, preventing, and mitigating risks associated with child labor in our supply chain while fostering a responsible business environment.